

# CLARK COUNTY STAFF REPORT

**DEPARTMENT:** Human Resources

**DATE:** August 22, 2023

**REQUESTED ACTION:** Request approval of a Memorandum of Understanding (MOU) between Clark County (County) and International Brotherhood of Electrical Workers (IBEW) detailing the terms and conditions regarding the Baker Tilly Classification and Compensation Study (Study).

\_\_\_\_ Consent    ☒ Hearing    \_\_\_\_ County Manager

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## BACKGROUND

The Clark County Council (Council) approved a contract with Baker Tilly to conduct a countywide classification and compensation study in 2022. The Executive Committee, including the Deputy County Manager, Sheriff and Treasurer, directed the Study and presented information to the Council in July 2023. Furthermore, the Council approved funding to be dedicated to the Study during the 2023 annual budget process.

Clark County has negotiated in good faith with IBEW and request approval for the following:

- Effective January 1, 2023, Electricians and Plumbers (Facilities Maintenance Specialists) will receive a 6.48% wage realignment.
- Effective January 1, 2023, Electricians and Plumbers Lead (Facilities Maintenance Specialist Lead) will receive a 10.41% wage realignment.

Pursuant to the Clark County Charter, the Council has oversight of overall compensation policies including, but not limited to, base pay and step increase programs. Additionally, the County Manager has the authority to conduct collective bargaining on behalf of the County and has the authority to administer human resources policies.

All the terms and conditions of the MOU are in accordance with the Council's and County Manager parameters.

## COUNCIL POLICY IMPLICATIONS

Pursuant to the Clark County Charter, the Council has oversight of overall compensation policies including, but not limited to, base pay and step increase programs.

## ADMINISTRATIVE POLICY IMPLICATIONS

## COMMUNITY OUTREACH

## BUDGET IMPLICATIONS

| YES | NO |                          |
|-----|----|--------------------------|
| X   |    | Operating Budget Impacts |

|   |  |  |
|---|--|--|
|   |  | Capital Budget Impacts   |
| X |  | Action falls within existing budget capacity.  |
|   |  | Action falls within existing budget capacity but requires a change of purpose within existing appropriation. If YES, please complete the budget impact statement. If YES, please route this Staff Report through the Budget Director and then to the County Manager.   |
|   |  | Additional budget capacity is necessary and will be requested at the next supplemental or annual budget. If YES, please complete the budget impact statement. If YES, please route this Staff Report through the Budget Director and then to the County Manager. This action will be referred to the county council with a recommendation from the county manager. |

#### BUDGET DETAILS

|               |             |
|---------------|-------------|
| Dollar Amount | \$52,277.50 |
| Fund          | 5093        |
| Cost Center   | CC173       |
| BASUB         | B518 3000   |
| Program       | PG0047      |

Emily M. Zwetzig, Budget Director

#### DISTRIBUTION:

Council staff will post all Consent/Separate Business/Hearing staff reports to The Web.  
<https://www.clark.wa.gov/council-meetings>

Kathleen Otto  
County Manager

APPROVED:   
CLARK COUNTY, WASHINGTON  
CLARK COUNTY COUNCIL

DATE: Aug. 22, 2023  
SR# 167-23



APPROVED: \_\_\_\_\_  
Kathleen Otto, County Manager

DATE: \_\_\_\_\_

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**  
**and**  
**CLARK COUNTY, WASHINGTON**

This Memorandum of Understanding (MOU) between Clark County (County) and the International Brotherhood of Electrical Workers (Union) is in regard to the results of a Classification and Compensation Study performed by Baker Tilly.

**RECITALS**

- A. Plumber and Electrician classifications recently petitioned to join the Union.
- B. The County and the Union are currently bargaining a Collective Bargaining Agreement (Agreement).
- C. The County and the Union acknowledges the importance of hiring and retaining qualified employees.
- D. The County has engaged with Baker Tilly to conduct a Classification and Compensation Study (Study).
- E. The Study has shown that some positions are below market.
- F. It is acknowledged that the Study included the Facilities Maintenance Specialist and Facilities Maintenance Specialist Lead classifications.
- G. It is further acknowledged that a classification specific for Plumber and Electrician was not included in the Study.
- H. A listing of all Union positions and employee's salary range information is attached.
- I. The County and the Union have met and come to an agreement.

**AGREEMENT**

The parties agree as follows:

- 1. Based on this Study, electricians and plumbers will receive a 6.48% wage realignment and lead positions will receive a 10.41% wage realignment.
- 2. Employees who have left employment with Clark County after January 1, 2023 will receive a wage realignment in accordance with this MOU.
- 3. The realignments based on this Study will be effective January 1, 2023

4. The wage realignment will be implemented on the pay period following Council approval and the retroactive payment will be paid no later than October 10, 2023.
5. The County will conduct a market study (County Study) specific to the Plumber and Electrician classifications.

Upon completion of the County Study, the County and Union will meet and negotiate any adjustments to the wage scale retroactive back to January 1, 2023 and will identify agreed upon terms and conditions in a new Memorandum of Understanding.

For the County:

For the Union:

Kathleen Orr 8/17/2023  
Date

Bob Canfield 8-17-23  
Date

\_\_\_\_\_  
Date

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Date

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Date

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Date